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# **Peter Weigel**

Senior Consultant & Developer  
SAP Solution Manager

Curriculum Vitae (February 2018)

**Together we will find all the nuts  
and crack even the trickiest one**

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## Profile

I have excellent knowledge, experience and capabilities as senior solution architect, senior application consultant, senior development consultant and senior support consultant on SAP Solution Manager since my deep dive in 2007. Before and parallel - between 2004 and 2012 – I worked as SAP CRM Consultant and Cross-Over ABAP Developer mostly in context of Master Data, Business Transaction Management, Document Management, SAP CRM Technologies, SAP CRM for Utilities, SAP CRM Web Client UI and ABAP Add-on Development.

My special field is SAP Solution Manager Change Request & Control Management. Here I cover the complete chain from ITIL process consulting to ChaRM and SAP CRM application consulting to SAP CTS resp. SAP TMS technology consulting to SAP CRM Web Client UI and ABAP development consulting.

In my long-term and deep dive missions, I lived in and consulted on very complex landscapes and good + bad working ChaRM solutions with template rollout, master localization, release management and service provider scenarios including many customizing adjustments, code modifications, customer enhancements and add-on developments.

I am a matchless analytical, creative and inquisitive expert. I love and mastered tricky tasks, brilliant solutions and big challenges in SAP standard and beyond. I enjoy sharing my knowledge & experience and guiding my colleagues to analyze problems efficiently and to build premium quality solutions. I want helping to stabilize, round up and improve SAP Solution Manager, to make your IT employees being happy, to make your IT departments operating successfully and to make our world to be a good place.

You want to use SAP Solution Manager 7.2 with added value? You want to benefit from my knowledge, experience and capabilities? Please approach me. I would like to help you.



### Private Information

- Birthday: 1979-08-27
- Personal Status: single / Children: none
- Nationality: German
- Languages: German (native) + English (fluent)
- Residence: Halle / Saale (Germany)
- Educational Achievement: informatics diploma degree [10/2004]

### Private Interests

- exchange of knowledge and experiences, bidirectional support
- tricky tasks, brilliant solutions, big challenges
- research, invent, discover, see the bigger picture
- book reading, walking tour, visits to theater and concerts, bicycling

### Qualifications & Certifications

- SAP Certified Development Associate:
  - **ABAP** with SAP NetWeaver 7.40 [09/2016]
- SAP Certified Technology Associate:
  - **SAP Solution Manager** 7.1 (IT Service Management Configuration) [02/2016]
  - Change Control Management for SAP Solution Manager 7.1 E2E [04/2016]
- SAP Certified Application Associate:
  - CRM Fundamentals with **SAP CRM** 7.0 EhP 2 [07/2016]
  - SAP CRM 6.0/7.0 **Web Client UI** Deep Dive Workshop [05/2009 + 12/2007]
- SAP Certified Application Professional:
  - **Service** for SAP CRM 7.0 EhP 1 [06/2016]
- SAP Certified Development Specialist:
  - ABAP for **SAP HANA** 1.0 SPS 12 (Edition 2016) [01/2017]
- ITIL Foundation Certified:
  - **ITIL** V3 [09/2011]
- Education Programs:
  - SAP Education & Certification Flatrate [01/2016 – 01/2017]
  - Project Management Qualification Program [07/2009 – 09/2009]
  - Soft & Management Skills Development Program [11/2006 – 11/2008]



### **SAP Solution Manager – Focus Areas (since 2007)**

- Change Request & Control Management
  - SAP Solution Manager 7.1 Change Request Management (ChaRM)
  - SAP Solution Manager 7.1 Retrofit (RF) & Downgrade Protection (DGP)
  - SAP Solution Manager 7.1 Quality Gate Management (QGM)
  - SAP Central & Enhanced Change and Transport System (CTS, CTS+, cCTS)
  - SAP Solution Manager 7.1 Custom Code & Development Management (CCM)

### **ABAP Development – Deep Dive (since 2004)**

- Add-on Development, Quality Management, Developer Coordination
- Transport Management, Software Architecture, System Architecture
- Solution Landscape Design, Upgrade Management, Release Management
- SAP Web Client UI and BOL/GenIL
- SAP Business Workflow and SAP Smartforms
- ABAP Dynpro and SAP Enhancement Framework
- ABAP OO and ABAP/4

### **SAP CRM (for Utilities) – Selection (since 2005)**

- Business Partners / Organizational Management / Products
- Contacts / Activities / Quotations / Contracts / Reclamations
- Document Management / Formula Development / Microsoft Word Integration
- SAP CRM Upgrade / SAP Web Client UI / Middleware

### **SAP HCM & IS-U – Side Trip (long time ago)**

- Personal Administration / Organizational Management
- Personal Payroll / Travel Management / Time Management
- Master Data Management
- Contract & Product Management
- BI Reporting



## Project Reference

Project	<b>ChaRM 7.1 Go-Live Support, Hypercare, Improvement</b>
Role	SAP Solution Manager Consultant (ChaRM)
Product	SAP Solution Manager 7.1 SP 14
Duration	01/2018 9 days
Project Language	German
Customer	Stadtwerke Flensburg GmbH
Location	Flensburg, Germany
Industry	Utilities (Energy, Gas, Waste & Recycling)
Activities / Responsibilities / Deliverables	<p>Go-Live Support, Hypercare, Solution Optimization</p> <ul style="list-style-type: none"> <li>▪ Preparation and execution of trainings for SAP Basis and ChaRM Administration (2 x 3h)</li> <li>▪ Consulting “How to use ChaRM in an optimized way?”</li> <li>▪ Answering of several questions in area of use and configuration of ChaRM</li> <li>▪ Connection of additional system landscapes to ChaRM</li> <li>▪ UI Configuration (incl. Business Roles and PFCG Authorities)</li> <li>▪ Configuration of status feedback CD-&gt;CR-&gt;INC</li> <li>▪ Design and configuration of e-mail notification</li> <li>▪ Configuration of selective and status dependent import</li> <li>▪ Check, correction and optimization of Retrofit configuration</li> <li>▪ Configuration of „Import of Copies / Import into Sandbox“</li> <li>▪ Configuration of Web UI Session Timeout (-&gt; 1h)</li> <li>▪ Harmonization of customer specific process types, projects and task list variants</li> <li>▪ ChaRM Project Administration</li> </ul>



## Project Reference

Project	<b>ChaRM 7.2 Standard Feature Development</b>
Role	SAP Solution Manager Development Consultant (ChaRM + SAP CRM Web UI)
Product	SAP Solution Manager 7.1 Feature Pack 2 SAP Solution Manager 7.2
Duration	03/2015 – 10/2017 375 days
Project Language	English
Customer	Nestlé S.A. SAP SE
Location	Vevey, Switzerland
Industry	Food
Activities / Responsibilities / Deliverables	<p>Requirement Analysis, Technical Design, Development + Configuration, Coaching on implementation by offshore, Technical Documentation, Technical Quality Assurance, Go-Live, Hyper-Care, Support</p> <p>Development of several new ChaRM features which might be delivered to all customers as standard features of SAP Solution Manager Change Request Management 7.2:</p> <ul style="list-style-type: none"> <li>▪ ChaRM Deployment Planner</li> <li>▪ ChaRM Release Package Builder</li> <li>▪ ChaRM Import Error Handler / Defect Message Creator</li> <li>▪ ChaRM Bulletin Board / ChaRM Process Step Instructions</li> <li>▪ ChaRM Critical Objects Check &amp; Approval 2.0</li> <li>▪ ChaRM Substatus Feature</li> <li>▪ ChaRM Transaction Flow Filter, Changer &amp; Analyzer</li> <li>▪ Third Party Interface for ChaRM (to HP Service Manager)</li> <li>▪ Field &amp; Table Enhancement, Additional checks and actions</li> <li>▪ PPF Action Enhancement, E-Mail Notification Enhancement, Web UI Search &amp; Reporting Enhancement, Message Handling Improvement, Text Template Optimization</li> <li>▪ E-Mail/Link Generation Button for CR, CD and INC</li> </ul>



## Project Reference

Project	<b>ChaRM &amp; ITSM Consulting Sprint</b>
Role	SAP Solution Manager Consultant (ChaRM + ITSM)
Product	SAP Solution Manager 7.1 Feature Pack 2
Duration	03/2015 4 days
Project Language	German
Customer	OSRAM GmbH nevento GmbH
Location	Munich, Deutschland
Industry	Light Emission Components
Activities / Responsibilities / Deliverables	<ul style="list-style-type: none"><li>▪ Fast consulting, short conception and sprint project planning for several requirements &amp; challenges in context of Change Request Management and IT Service Management.</li></ul>



## Project Reference

Project	<b>ChaRM Setup and ITSM Round up</b>
Role	SAP Solution Manager Consultant (ChaRM + ITSM)
Product	SAP Solution Manager 7.1 Feature Pack 2
Duration	02/2015 – 03/2015 10 days
Project Language	German
Customer	TUI AG nevento GmbH
Location	Hanover, Germany
Industry	Travel / Touristic
Activities / Responsibilities / Deliverables	<ul style="list-style-type: none"><li>▪ Setup of ChaRM with a phase based simulation landscape</li><li>▪ Setup of partner determination via BRF+ (ITSM + ChaRM)</li><li>▪ Setup of HTML e-mail notification (ITSM + ChaRM)</li><li>▪ Setup of SLA management (ITSM)</li><li>▪ Root cause analyses and error corrections (ITSM + ChaRM)</li></ul>





## Project Reference

Project	<b>ITSM und ChaRM Add-on Development</b>
Role	SAP Solution Manager Development Consultant
Product	SAP Solution Manager 7.1 Feature Pack 2
Duration	12/2014 – 02/2015 3 months
Project Language	English
Customer	Norsk Hydro ASA VOSTURA GmbH nevento GmbH
Location	Grevenbroich, Germany
Industry	Metals
Activities / Responsibilities / Deliverables	<ul style="list-style-type: none"> <li>▪ Development of ChaRM &amp; ITSM Add-on “Configurable Copy &amp; Follow-Up Control”</li> <li>▪ Development of ChaRM &amp; ITSM Add-on “Progress Tracking &amp; Process Reporting”</li> </ul>



## Project Reference

Project	<b>Retrofit - Backlog Reduction, Stabilization &amp; Improvement Release Management / CutOver / GoLive Change Request Management 7.1 Upgrade &amp; Improvement</b>
Role	SAP Solution Manager Consultant (ChaRM)
Product	SAP Solution Manager 7.1 Feature Pack 1 & 2
Duration	10/2013 – 02/2015 2 years
Project Language	German + English
Customer	Sartorius AG REALTECH AG nevento GmbH
Location	Göttingen, Germany
Industry	Pharmaceuticals, Life Sciences & Medical Devices
Activities / Responsibilities / Deliverables	<ul style="list-style-type: none"> <li>▪ Emergency mission to reduce retrofit backlog</li> <li>▪ Cooking of workarounds and solutions to stabilize and improve retrofit and downgrade protection function</li> <li>▪ Consulting and support during CutOver, GoLive and daily business</li> <li>▪ Support on build-up and connection of further landscapes</li> <li>▪ Support on redesign of connected landscapes (build-up of and permanent project landscape)</li> <li>▪ Development of ChaRM Add-on “Landscape Dependent Status Flow and Action Execution”</li> <li>▪ Upgrade from SAP Solution Manager 7.1 SPS 7 to SPS 10, SPS 11 resp. SPS 14</li> <li>▪ Setup of features “Cross System Object Lock (CSOL)”, “Downgrade Protection (DGP)” „Critical Object Approval (COA)“ and “Retrofit (RF)”</li> </ul>



## Project Reference

Project	<b>Change Request Management Add-on Development</b>
Role	SAP Solution Manager Development Consultant (ChaRM)
Product	SAP Solution Manager 7.1 Feature Pack 2
Duration	09/2014 – 08/2016 20 days
Project Language	German
Customer	Continental AG SAP Deutschland SE & Co. KG nevento GmbH
Location	Eschborn, Germany
Industry	Automotive
Activities / Responsibilities / Deliverables	<ul style="list-style-type: none"><li>▪ Development and optimization of ChaRM Add-on “Automatic ChaRM Transport Import Notification”</li><li>▪ Cross-over error corrections and performance optimizations</li></ul>



## Project Reference

Project	<b>SAP Solution Manager Workshop</b>
Role	SAP Solution Manager Solution Architect
Product	SAP Solution Manager 7.1 Feature Pack 2
Duration	11/2014 2 days
Project Language	German
Customer	Stadtwerke Trier AöR nevento GmbH
Location	Trier, Germany
Industry	Utilities (Energy & Gas)
Activities / Responsibilities / Deliverables	<p>Presentation and discussion of capabilities and potentialities of SAP Solution Manager:</p> <ul style="list-style-type: none"> <li>▪ Definitions, contexts and point of views</li> <li>▪ Use cases and Scenarios (ALM processes)</li> <li>▪ Tools and functions in detail (selection)</li> <li>▪ Discussion, selection and prioritization</li> <li>▪ accelerators and consulting services</li> <li>▪ evaluation, implementation and optimization action plan</li> </ul>



### Project Reference

Project	<b>Change Request Management Workshop</b>
Role	SAP Solution Manager Trainer (ChaRM)
Product	SAP Solution Manager 7.1 Feature Pack 2
Duration	08/2014 2 days
Project Language	German
Customer	FUJITSU TDS GmbH nevento GmbH
Location	Nuremberg, Germany
Industry	Information Technology
Activities / Responsibilities / Deliverables	<ul style="list-style-type: none"><li>▪ Presentation and discussion of ALL ChaRM features</li><li>▪ From end-user and administrator perspective</li></ul>



## Project Reference

Project	<b>SAP Solution Manager Consulting</b>
Role	SAP Solution Manager Senior Solution Architect
Product	SAP Solution Manager 7.1 Feature Pack 2
Duration	04/2014 – 12/2014 8 months
Project Language	German
Customer	nevento GmbH
Location	Brunswick, Germany
Industry	Information Technology
Activities / Responsibilities / Deliverables	<ul style="list-style-type: none"><li>▪ Foundation, setup and leading of a SAP Solution Manager Consulting section</li></ul>



## Project Reference

Project	<b>IT Service Management 7.1 Development</b>
Role	SAP Solution Manager Development Consultant (ITSM)
Product	SAP Solution Manager 7.1 Feature Pack 2
Duration	12/2013 – 03/2014 4 months
Project Language	German
Customer	Kaeser Kompressoren SE REALTECH AG
Location	Coburg, Germany
Industry	Industrial Machinery & Components
Activities / Responsibilities / Deliverables	<ul style="list-style-type: none"><li>▪ Development several ITSM Add-ons: “Button Configuration”, “Status Overview”, “Template based Message Creation”, “Incident and Service Request Merging”</li></ul>



## Project Reference

Project	<b>Change Request Management 7.1 Development</b>
Role	SAP Solution Manager Development Consultant (ChaRM)
Product	SAP Solution Manager 7.1 Feature Pack 1
Duration	11/2013 – 12/2013 5 days
Project Language	German
Customer	Volkswagen Financial Services AG REALTECH AG
Location	Brunswick, Germany
Industry	Automotive / Banking
Activities / Responsibilities / Deliverables	<ul style="list-style-type: none"><li>▪ Development of ChaRM Add-on “Transport Export &amp; Import History Assignment Block”</li></ul>





## Project Reference

Project	<b>Rapid Deployment Solutions &amp; ABAP Add-on Suite</b>
Role	SAP Strategy Consultant
Product	SAP Solution Manager 7.1 Feature Pack 1 & 2
Duration	10/2013 – 03/2014 6 months
Project Language	German
Customer	REALTECH AG
Location	Walldorf, Germany
Industry	Information Technology
Activities / Responsibilities / Deliverables	<ul style="list-style-type: none"> <li>▪ Setup of an framework “Rapid Deployment Solutions“ (standardized consulting deliverables)</li> <li>▪ Setup of an framework “ABAP Add-on Suite“ (reusable custom developments)</li> <li>▪ Development of concrete Rapid Deployment Solutions</li> <li>▪ Development of concrete ABAP Add-ons</li> </ul>



## Project Reference

Project	<b>Strategic ALM Roadmap Workshop</b>
Role	SAP Solution Manager Senior Solution Architect
Product	SAP Solution Manager 7.1 Feature Pack 1
Duration	03/2013 1 day
Project Language	German
Customer	Alnatura Produktions- und Handels GmbH GISA GmbH
Location	Bickenbach, Germany
Industry	Retail / Food
Activities / Responsibilities / Deliverables	<ul style="list-style-type: none"><li>▪ Workshop to give an overview about all SAP Solution Manager 7.1 features</li><li>▪ Analysis of the AS-IS situation</li><li>▪ Discussion and selection of needed scenarios and functions</li><li>▪ Conclusion of concrete demand for actions and next steps</li><li>▪ Spot support during implementation of Solution Documentation and Change Request Management</li></ul>



## Project Reference

Project	<b>IT Strategy Consulting ABAP Add-on Development</b>
Role	Strategy Consultant + Senior Solution Architect
Product	SAP Solution Manager 4.0, 7.0, 7.01, 7.1
Duration	2008 – 2013 6 years
Project Language	German
Customer	GISA GmbH
Location	Halle/Saale, Germany
Industry	Information Technology
Activities / Responsibilities / Deliverables	<ul style="list-style-type: none"><li>▪ Setup of an internal and external architecture consulting section</li><li>▪ Setup of an IT sourcing consulting section</li><li>▪ Setup of a systems engineering consulting section</li><li>▪ Setup of an SAP Solution Manager consulting section</li><li>▪ Foundation of competence groups und competence centers "SAP Solution Manager" + "ABAP Development" + "CRM / Customer Processes"</li><li>▪ Creation of compendia and guides</li><li>▪ Creation of decision papers and business cases</li><li>▪ Development of a framework „ABAP Add-on Development“</li><li>▪ Creation/Collection of Guides, Templates and Information</li><li>▪ Implementation of several ABAP Add-ons for SAP Solution Manager 7.0.1 and 7.1</li><li>▪ Leading of a competence group “SAP Solution Manager” and "ABAP Development"</li></ul>



## Project Reference

Project	<b>ITSM 7.1 Implementation</b> <b>ChaRM 7.1 for Templates and Complex Landscapes</b> <b>ChaRM 7.1 Upgrade</b> <b>ChaRM 7.0.1 Support and Optimization</b> <b>ChaRM 7.0.1 for Service Providers Implementation</b> <b>ChaRM 4.0 Rampup</b>
Role	Application, Development & Support Consultant
Product	SAP Solution Manager 4.0, 7.0, 7.01, 7.1
Duration	2006 – 2013 8 years
Project Language	German
Customer	RWE AG envia Mitteldeutsche Energie AG GISA GmbH
Location	Essen/Chemnitz/Halle, Germany
Industry	Utilities (Energy & Gas) + Information Technology
Activities / Responsibilities / Deliverables	<ul style="list-style-type: none"> <li>▪ project plans, concepts, configurations</li> <li>▪ custom developments, add-on developments</li> <li>▪ documentations, trainings, customer care</li> <li>▪ root cause analyses and error corrections (authority, transport, customizing, development, operation)</li> </ul>



## Project Reference

Project	<b>Change Request Management 7.1 Training</b>
Role	SAP Solution Manager Trainer (ChaRM)
Product	SAP Solution Manager 7.1
Duration	2011 2 days
Project Language	German
Customer	SHARP Electronics (Europe) GmbH GISA GmbH
Location	Hamburg, Germany
Industry	High Tech
Activities / Responsibilities / Deliverables	<ul style="list-style-type: none"><li>▪ Basic configuration &amp; live training SAP Solution Manager Change Request Management 7.1</li><li>▪ incl. spot support during implementation</li></ul>



## Project Reference

Project	<b>ChaRM 7.0.1 GoLive Support and Optimization</b>
Role	SAP Solution Manager (Support) Consultant (ChaRM + TM)
Product	SAP Solution Manager 7.0.1
Duration	2009 – 2011 3 years
Project Language	German
Customer	GASAG Berliner Gaswerke AG GISA GmbH
Location	Berlin, Germany
Industry	Utilities (Gas)
Activities / Responsibilities / Deliverables	<ul style="list-style-type: none"> <li>▪ Go Live, Going Live Support and continuous improvement of Change Request Management and Test Management</li> <li>▪ Improvement Change Request Management: feature enabling, customizing, customer development, add-on development, landscape roll out, guideline creation, upgrade</li> <li>▪ Improvement Test Management: add-on development, upgrade</li> </ul>



## Project Reference

Project	<b>Change Request Management 7.0.1 Template Rollout</b>
Role	SAP Solution Manager Consultant (ChaRM)
Product	SAP Solution Manager 7.0.1
Duration	2010 3 months
Project Language	German
Customer	Schenk Process GmbH GISA GmbH
Location	Darmstadt, Germany
Industry	Industrial Machinery & Components
Activities / Responsibilities / Deliverables	<ul style="list-style-type: none"> <li>▪ Basic configuration ChaRM</li> <li>▪ Transport of Customizing and Development of an Central ChaRM Template Solution</li> <li>▪ Adjustment of Customizing and Development</li> <li>▪ Conception of an template rollout scenario for SAP Solution Manager (Continuous synchronization of error corrections and configuration &amp; development improvements)</li> </ul>



## Project Reference

Project	<b>Change Request Management 7.0.1 Coaching</b>
Role	SAP Solution Manager Coach (ChaRM)
Product	SAP Solution Manager 7.0.1
Duration	2010 6 months
Project Language	German
Customer	REHAU AG GISA GmbH
Location	Rehau, Germany
Industry	Industrial Machinery & Components
Activities / Responsibilities / Deliverables	<ul style="list-style-type: none"><li>▪ Implementation coaching</li><li>▪ of an ITIL conformable change and release management</li><li>▪ for projects and operations / maintenance</li><li>▪ of a complex SAP solution landscape</li><li>▪ with master localization scenario</li></ul>





## Project Reference

Project	<b>SAP Solution Manager 7.0.1 Support and Optimization</b> <b>SAP Solution Manager 7.0.1 Implementation</b> <b>SAP CRM 4.0/5.0/7.0 Support and Optimization</b> <b>Upgrade from SAP CRM 5.0 to SAP CRM 7.0.1</b> <b>Upgrade from SAP CRM 4.0 to SAP CRM 5.0</b> <b>SAP CRM 4.0 Implementation</b>
Role	SAP Project Manager SAP Solution Manager Application & Development Consultant SAP CRM Development & Support Consultant
Product	SAP Solution Manager 7.0.1 SAP CRM 4.0, 5.0, 7.0
Duration	2005 – 2012 8 years
Project Language	German
Customer	Berliner Stadtreinigungsbetriebe AöR GISA GmbH
Location	Berlin, Germany
Industry	Utilities (Waste & Recycling)
Activities / Responsibilities / Deliverables	<ul style="list-style-type: none"><li>▪ project plans, concepts, configurations</li><li>▪ custom developments, add-on developments</li><li>▪ documentations, trainings, customer care</li><li>▪ root cause analyses and error corrections (authority, transport, customizing, development, operation)</li></ul>



## Project Reference

Project	<b>SAP CRM 2007 (6.0) System Harmonization</b> <b>SAP CRM 2007 (6.0) Support Package Upgrade</b> <b>Upgrade from SAP CRM 4.0 to SAP CRM 2007 (6.0)</b> <b>SAP CRM 2007 (6.0) Implementation</b> <b>SAP CRM 4.0 Rampup Implementation</b>
Role	SAP Development Consultant & Coordinator SAP Upgrade Architect
Product	SAP CRM 4.0, 6.0
Duration	2005 – 2012 8 years
Project Language	German
Customer	envia Mitteldeutsche Energie AG MITGAS Mitteldeutsche Gasversorgung GmbH GISA GmbH
Location	Chemnitz/Kabelsketal, Germany
Industry	Utilities (Energy & Gas)
Activities / Responsibilities / Deliverables	<ul style="list-style-type: none"><li>▪ project plans, concepts, configurations</li><li>▪ custom developments, add-on developments</li><li>▪ documentations, trainings, customer care</li><li>▪ root cause analyses and error corrections</li></ul>



## Project Reference

Project	<b>SAP HCM 4.6c/6.0 Employee Self Service Implementation</b>
Role	SAP Development Consultant & Coordinator
Product	SAP ERP HCM 4.6c, 6.0
Duration	2004 – 2008 4 years
Project Language	German
Customer	envia Mitteldeutsche Energie AG GISA GmbH
Location	Chemnitz, Germany
Industry	Utilities (Energy & Gas)
Activities / Responsibilities / Deliverables	<ul style="list-style-type: none"><li>▪ Conception and development of an employee self service solution as standalone portal solution with SAP ERP HCM backend</li><li>▪ Upgrade from SAP ERP HCM 4.6c to SAP ERP HCM 6.0 incl. unicode conversion and development optimizations</li><li>▪ Conception and development of an SAP HCM/BI add-on: “SAP HCM employee properties combination &amp; calculation”</li></ul>